

June 30, 2014

Dear Friends of the College of Education:

I have now completed the 2013-2014 school year as Dean of the College of Education and Human Development and we are fresh into the new fall semester. Since arriving, I've been intensively engaged in evaluating and addressing pressing internal EHD fiscal and operations processes, including addressing a long-term structural debt, staff restructuring for better program servicing, and redesigning technology infrastructure to make use of the full capabilities of the new building.

Several principles guided my efforts. These were:

- Immediately address features of EHD restricting organizational and fiscal functioning.
- Remediate issues limiting high-quality undergraduate and graduate instruction.
- Shore up best-practices programming for the preparation of public school educators; including teachers, administrators, and leaders, as well as the array of support professionals servicing the North Dakota public education system.
- Identify EHD focus areas for future academic direction and fundraising plans

Within these areas, below are three high-profile accomplishments in 2013-2014:

- The EHD was laboring under a nearly \$500,000, 10-year interest-bearing commercial loan for the purchase of furnishings and technology for the new education building. This amounted to an ongoing annual payment of nearly \$65,000. The furnishings debt was a serious impediment to fiscal and academic planning. Through a process of negotiation with UND central administration, accessing selected EHD fiscal reserves, and strategic EHD asset restructuring, I was able to pay off, entirely, the furnishings debt at the end of the fiscal year 2013-14.
- EHD did not have a fully constituted institutional advancement structure. For example, the existing personnel were not coordinated with Alumni Association & Foundation goals and priorities. I was able to restructure the EHD advancement infrastructure and staffing so that EHD now has a fully functioning development office that is in sync with the Alumni Association & Foundation's goals and mission. This includes a full-time EHD gift officer with appropriate credentials, expertise, and skills to fully service EHD.

- Although selected EHD faculty were generating extramural grant dollars there was no college support for this effort. A college grants/contracts office has now been established, a full-time grants/contracts specialist has been hired, and faculty-generated grants are now supported by a college-wide grants management team.
- The College of EHD did not have a visible community outreach program. In 2013-14, a college-wide lectureship, the “EHD Educate Anyone, Anytime, Anywhere Lectureship,” was initiated to showcase two nationally visible lecturers per year. In 2013-14 (the inaugural year) Kirsten Baesler, N.D. DPI Superintendent of Schools, and Rick Melmer, former University of South Dakota Dean of Education and S.D. DPI) were the AAA lecturers. Lectures are scheduled in 2014-15 and planned for the next two years.

Having made progress with EHD internal organizational issues, I have turned my attention to the 2014-2015 year. The follow activities are underway:

- A college strategic plan
- Re-engaging our College of EHD alumni base
- Re-envisioning our EHD building technology infrastructure

I look forward to providing you with a progress report in my next information update letter.

As a valued alumni and a stakeholder in the long-term success of the College of Education and Human Development, I will be staying in touch as our College moves into the future in building our public education workforce, providing high-quality instruction to our ongoing students, and staying in touch with our highly valued alumni. It is my commitment as Dean to provide you with regular stakeholder-alumni updates. These will be sent to you twice yearly. I am enthusiastic to receive your feedback in helping me to move the College of EHD forward.

Thank for your ongoing support.

Sincerely,

A handwritten signature in cursive script, appearing to read "Robert Hill".

Robert Hill, Dean